



## Saint Thomas More Catholic Primary School

### Allegations against staff

<b>Consulted with staff</b>	Sep 2019
<b>Agreed by governor committee</b>	Not applicable
<b>Ratified by full governing body</b>	Sep 2019
<b>Date for review</b>	Sep 2021
<b>Signature of Chair of Governors</b>	
<b>Signature of Headteacher</b>	

**St Thomas More Catholic Primary School**  
**Allegations against a member of Staff**

Jesus Christ said 'Let the children come to me, do not hinder them' (Matthew 19:14). As a Catholic school it is our mission to educate pupils in such a way that no matter what their abilities or background they may reach their full potential as human beings. We thus seek to overcome any hindrance that might prevent any pupil accessing the fullness of the curriculum, opportunities and activities we offer.

**1 Safeguarding Statement**

***'Saint Thomas More Catholic Primary School is committed to safeguarding and promoting the safety and welfare of all children and expects all staff and volunteers to share this commitment.'***

**2 Procedure**

- 2.2 If a child makes an allegation against a member of staff it must be reported immediately to the Headteacher or the Deputy Headteacher in their absence.
- 2.2 If the allegation is against the Headteacher the allegation must be reported to the LA and the Chair of the Governing Body, Mrs Amanda Kelly.
- 2.3 The level of the allegation will be initially assessed. If the issue concerns school or disciplinary procedure this may be resolved locally.
- 2.4 In the event of an allegation of abuse the Headteacher will contact the Local Authority Designated Officer (LADO) and the Chair of the Governing Body to inform them immediately.
- 2.5 The Headteacher will only collect factual information about the alleged abuse and will follow the school's procedures for when a child makes a disclosure.
- 2.6 HR will then continue any investigation and advise the Headteacher according to the LA policy, '[Allegations Against Staff or Persons in Positions of Trust](#), updated 2019.
- 2.7 The member of staff will be informed of the allegation against them as soon as possible having given due consideration to the case regarding child protection and they will be advised to contact their Trade Union.
- 2.8 Depending on the nature of the allegation and following advice from HR, the member of staff may be requested to leave the site or may be suspended .
- 2.9 While consideration of child protection must be paramount in operating these procedures, the need must be recognised to safeguard teachers and other employees against the effects of false and malicious allegations.
- 2.10 The Headteacher must ensure that the employee who is subject to an allegation is provided with the opportunity for support.
- 2.11 The confidentiality of all parties must be protected.
- 2.12 In the event of an allegation against a member of staff you must contact:

S4S (HR): TEL: 01902 203 980 (Duty Line) or 01902 907 582/07951 828 402 (Jenny Jackson HR consultant)

Mrs Amanda Kelly - Chair of Governing Body